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CIA Changes in Leave Program Being Developed

SUMMARY: CIA is developing changes to provide greater leave benefits to staff in the areas of leave sharing and terminal leave.

These revisions will provide:

--leave sharing between husband and wife for the purpose of child care of children under one year of age.

--a broad leave sharing program which will be a modification of an expected law providing a general government leaving sharing program.

--a new terminal leave/home leave program for staff about to retire from extended service overseas. This will be for the primary purpose of allowing staff to prepare for a career after retirement.

CONCLUSION: No current panel action is needed. The changes have either been approved by the Intelligence Committees, are implementation of government wide changes, or are not yet scheduled for implementation.

DETAILS: Chairman Stokes has approved a CIA proposal to enable husband and wife to share leave for child care during the child's first year. Legislation is needed to allow the lower graded person to give leave to the higher graded individual. The HPSCI staff has not yet been apprised of the need for a legislative change.

A second change is the implementation of the one year program allowing leave sharing for catastrophic illness authorized by Congress. CIA is currently implementing this program. Legislation is being considered in both Houses to extend the program. The House bill calls for person to person sharing, while the Senate bill provides for a leave bank approach. CIA favors the Senate version and is making its preference known. If the House version passes, it is presumed that CIA would seek an exception to allow use of a leave bank. No action is planned pending legislative action.

A terminal leave program is being developed patterned after the State program. Staff returning to the States after foreign assignments to retire will be granted three months full time leave for job search purposes. This program will be implemented using the CIA 4b1 authority. No action is planned until at least August. This is a marginal change which we should touch base with the Committees on.

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